

4M PORTABLE BUILDINGS LTD

Environmental, Social & Governance Report – 2023/2024



a Grocott Group Company









Protecting the environment Supporting our colleagues Taking responsibility for our local community Securing strong and robust governance

Grocott Group owners, David and Linda Grocott, belong to the third generation of their family who have run successful businesses in Shropshire for over 80 years. As former owners of Whitchurch-based logistics company, Grocontinental, and employers of 450 mostly local people, David, Linda and their late father Ray became synonymous with providing stable and secure employment, and built a strong reputation for developing and promoting talent within their business.

Alongside this and over many years, the Grocott family has committed substantial funds and energy to supporting and protecting the local community they are part of.

These values are now firmly cemented within the Grocott Group as David and Linda take forward a diverse range of successful businesses, all acquired or launched within the last ten years.

Working alongside David and Linda is Group Managing Director, Daniel McGowan. Before he joined the Group, Daniel enjoyed a successful 25-year track record of working within the housebuilding industry.

The Group's purpose is to **grow, protect and take responsibility**. By this, we mean everyone who works within the Group has the important role of making sure that all our existing businesses remain stable and successful, but that we also look to future development and growth. At the centre of our work is our commitment to protecting our environment and our responsibility for supporting our local community.

The Leadership Team places equal emphasis on supporting, growing and protecting the team of 60 colleagues who work with the Group.



Grocott Group Companies





4M Portable Buildings Ltd.

4M was launched in 1992 by four workmates who faced redundancy from an industrial buildings company in the recession-hit early 90s. Each of the founders had an 'M' featuring in their Christian/surnames which led to the creation of the name 4M Portable Buildings. Later, the company was taken forward by two of the owners, Dave Morris and Kevin Morris, who built a successful business hiring out and selling portable buildings, and providing a bespoke build service for customers.

Once acquired by the Grocott Group in 2019, the business was relocated to a larger site in Prees Green, near Whitchurch to accommodate growth.

4M's philosophy is all about providing high quality buildings and premium service to customers and maintaining a sustainable local business. Following the launch of a self storage division in 2021, and further extension of an indoor facility in 2023, the company operates both B2B and B2C sales.

Although there have been many changes and developments within the industry, the company has never lost sight of its core values; delivering for customers, providing reliable service, good value, and quality products. Part of this quality is ensured by the versatility of buildings offered.

All standard buildings are supplied with insulated walls, floor and roof, wipe-clean interior surfaces, and heavy-duty vinyl flooring of the highest quality. 4M offers various modular, self-storage, and eco-units to encompass the requirements of most customers.

Premium, personal and adaptable service is at the heart of everything the company does and this has been critical to establishing long-standing partnerships with customers.

4M celebrated its 30th anniversary in 2023.



Group Sustainability Programme

Our overarching ESG strategy is to:

- Protect the environment
- Support our colleagues
- Take responsibility for our local community
- Secure strong and robust governance



Our owners' background of previously owning Grocontinental, a significant company in the logistics industry, has meant that sustainability has always been a business priority. This included being the innovators of a significant environmental initiative with the construction of an anaerobic digester in a field opposite the Grocontinental site in Whitchurch to provide electricity for the company's refrigerated warehouses.

The owners partnered with Iona Capital, a company specialising in investing in renewable energy, to bring the £10 million project to fruition in 2017. During the first two winters that the AD was operational, on most days, its output provided around 90% of the energy required by Grocontinental's site.

To support the local economy further, the digester is fuelled primarily by maize grown by a network of local farmers. The Group's farming activities generate the single, largest feedstock supply to the anaerobic digester and David Grocott remains as a Board Director of the initiative.

As a Group, we are now on a journey to formalise a significant and credible sustainability programme across our diverse portfolio of businesses, and to develop and measure the initiatives we already have in place. We are also in the fortunate position to be able to gather learning across our differing businesses which can be applied across the Group.

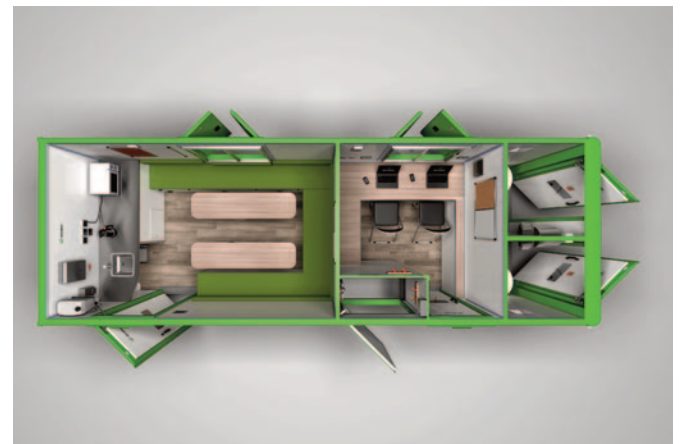
Protecting the Environment - 4M Portable Buildings Ltd

Key Initiatives: The Eco Welfare

Within the 700-strong fleet of portable buildings, we offer Eco Units, believed to be the world's most sustainable cabin. They produce almost no carbon emissions and have been in very high demand. Each Eco Unit is fitted with solar panels that produce energy for virtually all the building's needs. Any back-up energy is provided with HVO biofuel and efficient electrical systems ensuring the lowest level of energy consumption. The units remain equally high functioning, but with limited damage to the environment and, with self-sufficient tendencies, they are easier to manage.

Manufactured by Boss Cabins, the Eco Units minimise CO2, both internally and externally, and are built with 100% stainless steel to ensure longevity. Each unit is 97.2% recyclable and fitted with majority recycled materials. Water usage has been reduced with the installation of water-free urinals and micro flush toilets that use 90% less water per flush compared to the average toilet.

These revolutionary new units being added to our fleet is a significant milestone in protecting our environment. They provide a more efficient and greener choice for customers. We anticipate expanding the number of Eco Units we can offer as we are certain demand for them will increase and, for us as a business, they will ensure that more of our fleet can operate with zero carbon footprint.



Protecting the Environment - 4M Portable Buildings Ltd



Cardboard/plastic recycling

We aim to recycle all cardboard and plastic that is handled by our business.



Solar panels

Following the completion of our self-storage building we installed 63 solar panels that the company uses as an energy resource.



Efficient light energy

Any renewed light bulbs within the 700 strong fleet are LED, which use up to 90% less energy and last up to 25 times longer than a traditional bulb, making them a far greener and more efficient choice. We have also installed PIR lighting in the self-storage facility, which is only activated by movement or body heat within the building, again ensuring we preserve energy wherever possible.



Recycled materials

Wherever possible, we re-use existing stock when building new units. We want to ensure materials that have the capacity to be recycled do not go to waste.

Supporting our Colleagues

We employ 60 colleagues across our Group businesses, with the majority living within a 20-mile radius of the businesses they work. Our Leadership Team has committed to supporting colleagues in their day-to-day work, investing in training and development, and nurturing talent; and recognises that the Group's most important asset is its people.

We have established policies covering:

- Training and Development
- Modern Slavery Statement
- Recruitment and Selection
- Equality and Diversity

More specifically, colleague initiatives include:

- Investment in apprenticeships and young workers across the Group.
- Providing work experience for local students with an emphasis on involving them in specific and relevant projects that they can take ownership of.
- A commitment to providing fully-funded training and development, typically external courses to enhance skills and not “on-the-job” training.
- The establishment of an open culture/voice and providing colleagues with autonomy for the greater good of the company. This open culture means that the Leadership Team listens to colleagues’ ideas and suggestions for different or new ways of working, particularly if they are going to make the business or workplace better.
- Group Staff Discount Card – colleagues receive a 10% discount on a wide range of products and services provided by Group companies, including Nixons Pet & Country Store and Whixall Marina - café, holiday accommodation and boating holidays.



Taking Responsibility for our Community

Over many years, the Group's owners David and Linda Grocott, alongside their late father Ray Grocott, have been committed to supporting their local community, with an emphasis on the areas in Shropshire where their former business was based, Whitchurch, and their home village of Prees which is also the home of Group headquarters.

To formalise their charitable giving, the owners established The Grocott Family Charitable Trust in 2012 and their commitment to philanthropy has resulted in the funding of substantial community projects that have hugely enhanced the fabric of the village of Prees. In addition, the owners have supported numerous charities and people in the local area.

Over recent years, significant projects have included:

Prees Medical Centre



Donation of a £1 million for the funding of a new state-of-the-art medical centre in the village of Prees. The GP service was under threat of closure as the village GP, whose home housed the current surgery, was due to retire. The Grocott family therefore stepped-in to ensure medical services continued in the village.

The build programme for the new centre was also managed by the Grocott family and the new surgery was named as The Grocott Medical Centre.

Bungalows for older people, Prees



A donation of £800,000 to develop eight bungalows in the village of Prees where there was very little housing for the older generation. The bungalows are available to local people and at a low rent. The build programme was also managed by the Grocott family.

Prees Cricket & Recreation Club



The Grocott family has financially supported this local facility over the last 35 years to create an impressive and well-used community sports and social hub that embraces all age groups.

Most recent projects funded by the Trust were a major refurbishment of the club's bar, function rooms and terraces; the resurfacing of the club's extensive car park and the installation of a new all-weather AstroTurf surface.

Defibrillator donation, Whixall



Donation of a £1500 defibrillator placed outside Whixall Marina gates for easy access to the local community.

Prees CE Primary School Nursery



Funding of the total refurbishment of the school's nursery facility and the outdoor play area.

Whitchurch Foodbank (Trussell Trust Foundation)

Since 2020, the Trust has financially supported the Whitchurch Foodbank which helps local people in crisis.



Grocott Heritage Centre. Prees



The Grocott Heritage Centre houses a collection of memorabilia from the 76-year history of Grocontinental, the business formerly owned by the Grocott family. The archive includes vehicles spanning the life of the business, photographs, documentation and a detailed historical timeline.

The Centre also includes a large function room available for use by the local community.



More specifically, 4M sponsor local teams Wem Cricket Club, Whitchurch Cricket Club, Whitchurch Allport Football Club, and Prees Junior Football Club.



Mini bus for Ukrainian evacuation



In 2022, we provided a mini bus for a team of local people who travelled to the Ukraine/Poland border to assist with the evacuation of Ukrainian people following the Russian invasion, and to deliver essential supplies.

Whixall Marina



In 2016, the Group acquired Whixall Marina, a much-loved local facility requiring substantial investment. Following regeneration and restoration, the marina is now a significant community hub which includes a café, well-used by local people.

Located in stunning Shropshire countryside, the marina now boasts leisure and residential moorings, holiday accommodation suitable for all budgets and canal boat hire.

The marina is close to Whixall Moss, one of the biggest and best raised bogs in the world. Its abundance of varied wildlife makes it a place of international importance. The Group has created specific walking routes to encourage people to engage with wildlife and the moss, and our active management of the land encourages easier access for people to experience this vital landscape.

Working with local suppliers

We believe in local first and engage suppliers and services within our community, wherever possible. Our local partners include a range of start-ups, tradespeople and artisans.





Securing Strong & Robust Governance

Leadership Team

Between them, our Leadership Team brings 120 years of business experience to the Grocott Group and, for many of these years, leading successful and high-profile businesses.

The team is committed to ensuring that strong and robust governance radiates throughout the Group's businesses and, as these businesses grow, that our purpose to *grow, protect and take responsibility* is imbedded within each of them.

David Grocott & Linda Grocott

Owners, Grocott Group



Prior to setting up the Grocott Group, brother and sister David and Linda, were joint Managing Directors of their family business, storage and distribution company, Grocontinental. Together, they oversaw the company's successful growth which saw turnover rise from £5m to £40m.

David was responsible for the strategic development of the company, including investment in infrastructure and innovation across the business. He also managed key customer relationships.

As well as working with David on strategic planning, Linda had specific responsibility for HR, marketing, finance, IT and administration. Away from day-to-day operations, she led the company's corporate and social responsibility programme including staff fundraising initiatives.

Linda also implemented Grocontinental's first integrated warehouse, stock, transport and accounting systems and was instrumental in the on-going development of this important aspect of the business.

Prior to the sale of Grocontinental in 2017 to AGRO Merchants, David and Linda invested in new businesses. Soon after, they established the Grocott Group.



Daniel McGowan

Group Managing Director,
Grocott Group

Daniel has a 25-year track record of working within the housebuilding industry and, for 16 years, he held senior leadership roles and board positions across the South West, Midlands and the North of England.

Most recently, he was Chief Executive for the Midlands Division of Countryside Partnerships, the UK's leading mixed-tenure developer listed on the London Stock Exchange and a constituent of the FTSE 250 Index. He was also a member of the Countryside Executive Committee.

In his 21-year career with Taylor Wimpey, one of Britain's biggest housebuilders, Daniel's directorships covered strategic planning, sales and marketing, plus land and planning. Later, he was appointed as Northern Divisional Chair for the company, overseeing the division's business growth, customer excellence and operations; a position he held for 4½ years.

His expertise within the housebuilding industry included delivering key operational performance, empowering colleagues to formulate strategies and build effective management teams, succession planning, and maximising new business opportunities.

Grocott Group - ESG Goals

Our future plans include:

- Conduct a renewable energy audit to identify potential opportunities to reduce our carbon footprint
- Establish a specific target and time frame for emissions reduction across the Grocott Group
- Enhanced journey planning across the Group to improve fuel consumption and reduce emissions
- Increase the number of electric vehicles across the Group, where practical
- Establish a sustainability action group across all our businesses
- Introduce a staff survey to be conducted every two years
- Audit and review printed paperwork generated to assess what can be produced electronically
- Introduction of Supplier Code of Conduct
- Ensuring we only use sustainable and environmentally-friendly cleaning products
- Launch a nominated energy saving week across our businesses



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